

ORDINANCE NO. 2014-17

Amend the Personnel Ordinance to reflect review of Pay Premium for operating heavy equipment at the Highway Department

Executive Summary

In April 2013, Personnel Ordinance, Section HR0360, Hours of Work, Overtime and Compensatory Time was amended to provide a pay premium to Highway Workers and Equipment Operators for operating certain pieces of equipment. In addition, the Board of Supervisors requested that this practice be reviewed in one year, or by May 31, 2014. During the last three committee meetings, the Human Resources Committee gathered feedback from a variety of sources, including the Highway Commissioner who met with Equipment Operators, Highway Workers who operate equipment and Highway Superintendents. Although half of the staff would prefer a different method of compensation for operating equipment, the other half were very satisfied with the current method.

The concept of *requiring certification* to operate equipment was also discussed. The Highway Commissioner requested 6 – 12 months to research different certification processes and recommend an implementation procedure if it was deemed in the best interest of the County. Both the Wisconsin Counties Association and the Wisconsin County Highway Association support a certification requirement and would be a valuable resource to start a program.

WHEREAS, Personnel Ordinance, Section HR0360(B)(8)(e), Hours of Work, Overtime and Compensatory Time, indicates that premium pay for operating equipment shall be reviewed no later than May 31, 2014, and

WHEREAS, the Highway Commissioner and the Human Resources Committee have reviewed this provision and recommend to continue with the current premium pay until such time that a certification requirement to operate equipment be implemented, and

WHEREAS, positions requiring certification(s) would be evaluated for proper grade placement per Personnel Ordinance HR0210, Amendment and Maintenance of the Classification Plan and Personnel Ordinance HR0330, Applicable Pay Rates Upon Reclassification of Position.

THE COUNTY BOARD OF SUPERVISORS OF JEFFERSON COUNTY DOES HEREBY ORDAIN AS FOLLOWS:

Section 1. Section HR0360(B)(8)(e), Hours of Work, Overtime and Compensatory Time, of the Personnel Ordinance shall be amended as follows:

HR0360.B.8. HOURS OF WORK, OVERTIME AND COMPENSATORY TIME.

- e. Effective December 30, 2012, Highway workers and Equipment Operators operating E1 equipment shall receive two dollars (\$2.00)

per hour in addition to their regular rate of pay for all time operating E1 equipment. Highway workers and Equipment Operators operating E2 equipment shall receive one dollar (\$1.00) per hour in addition to their regular rate of pay for all time operating E2 equipment. This provision shall be reviewed ~~for cost and effectiveness no later than May 31, 2014.~~ upon implementation of an equipment certification process, no later than July 31, 2015.

- i. E1 Equipment: Backhoe, Grader, Dozer, Paver, Chip Spreader, Shoulder Machine.
- ii. E2 Equipment: Rollers, Loader-Backhoe, End Loader, Drill Truck Operator, Hi-Lift Operator. (cr. 04/16/2013, ord. 2013-02]

Section 2. This ordinance shall be effective after passage and publication as provided by law.

Fiscal Note: No fiscal impact.

Adopted by the Jefferson County Board of Supervisors this 11th day of August 2014.

s/Jim Schroeder

Jim Schroeder
Chair

ATTEST:

s/Barbara A. Frank

Barbara A. Frank, County Clerk

Published this 14th day of August 2014.

Ayes: voice vote Noes _____ Abstain _____ Absent _____ Vacant _____

Requested by:
Human Resources Committee

08-11-14

Terri M. Palm: 07-17-14

APPROVED: Administrator: BW; Corp. Counsel: JBW; Finance Director: BL